

We Claim:

- 1 1. A method in a computing system for managing employee data, the
2 method comprising:
3 extracting employee position management information in a first form that
4 is associated with a first source computerized employee position
5 management system;
6 converting the employee position management information in the first
7 form into employee position management information that is in a
8 second intermediate form; and
9 converting the employee position management information in the second
10 intermediate form into employee position management information
11 in a target form that corresponds to a target computerized
12 employee position management system.
- 1 2. The method of Claim 1, further comprising:
2 using the employee position management information in the target form
3 to perform at least one computer-implemented act from a set of
4 computer-implemented acts comprising:
5 creating a new employee position record in the target
6 computerized employee position management system; and
7 updating an existing employee position management record in the
8 target computerized employee position management
9 system.
- 1 3. The method of Claim 1, further comprising:

2 extracting employee position management information in a third form that
3 is associated with a second source computerized employee
4 position management system that is distinct from the first source
5 computerized employee position management system;
6 converting the employee position management information in the third
7 form into employee position management information that is in the
8 second intermediate form;
9 converting the employee position management information in the second
10 intermediate form into employee position management information
11 in the target form; and
12 using the employee position management information in the target form
13 to perform at least one computer-implemented act from a set of
14 computer-implemented acts comprising:
15 creating a new employee position management record in the
16 target computerized employee position management
17 system; and
18 updating an existing employee position management record in the
19 target computerized employee position management
20 system.

- 1 4. The method of Claim 1, wherein the second intermediate form includes a
2 list of employee positions element for defining a hierarchy of data
3 elements, wherein the hierarchy of data elements includes a plurality of
4 employee position elements, which include other elements.

1 5. The method of Claim 4, wherein each of the plurality of employee
2 position elements includes one or more elements selected from a group
3 comprising:
4 a position identifier;
5 a position base data element;
6 a position related division element
7 a position related organization element;
8 a related parent position element; and
9 a position custom data element.

1 6. The method of Claim 5, wherein the position base data element includes
2 one or more elements selected from a group comprising:
3 a position description element; and
4 a position name element.

1 7. The method of Claim 5, wherein the position related division element
2 includes a position related division identifier.

1 8. The method of Claim 5, wherein the position related organization
2 element includes a position related organization identifier.

1 9. The method of Claim 5, wherein the related parent position element
2 includes a related parent position identifier.

1 10. A computer-readable medium carrying one or more sequences of
2 instructions for managing employee data, wherein execution of the one

3 or more sequences of instructions by one or more processors causes the
4 one or more processors to perform:
5 extracting employee position management information in a first form that
6 is associated with a first source computerized employee position
7 management system;
8 converting the employee position management information in the first
9 form into employee position management information that is in a
10 second intermediate form; and
11 converting the employee position management information in the second
12 intermediate form into employee position management information
13 in a target form that corresponds to a target computerized
14 employee position management system.

1 11. The computer-readable medium of Claim 10, further comprising:
2 using the employee position management information in the target form
3 to perform at least one computer-implemented act from a set of
4 computer-implemented acts comprising:
5 creating a new employee position record in the target
6 computerized employee position management system; and
7 updating an existing employee position management record in the
8 target computerized employee position management
9 system.

1 12. The computer-readable medium of Claim 10, further comprising:
2 extracting employee position management information in a third form that
3 is associated with a second source computerized employee

4 position management system that is distinct from the first source
5 computerized employee position management system;
6 converting the employee position management information in the third
7 form into employee position management information that is in the
8 second intermediate form;
9 converting the employee position management information in the second
10 intermediate form into employee position management information
11 in the target form; and
12 using the employee position management information in the target form
13 to perform at least one computer-implemented act from a set of
14 computer-implemented acts comprising:
15 creating a new employee position management record in the
16 target computerized employee position management
17 system; and
18 updating an existing employee position management record in the
19 target computerized employee position management
20 system.

1 13. The computer-readable medium of Claim 10, wherein the second
2 intermediate form includes a list of employee positions element for
3 defining a hierarchy of data elements, wherein the hierarchy of data
4 elements includes a plurality of employee position elements, which
5 include other elements.

- 1 14. The computer-readable medium of Claim 13, wherein each of the
2 plurality of employee position elements includes one or more elements
3 selected from a group comprising:
4 a position identifier;
5 a position base data element;
6 a position related division element
7 a position related organization element;
8 a related parent position element; and
9 a position custom data element.
- 1 15. The computer-readable medium of Claim 14, wherein the position base
2 data element includes one or more elements selected from a group
3 comprising:
4 a position description element; and
5 a position name element.
- 1 16. The computer-readable medium of Claim 14, wherein the position related
2 division element includes a position related division identifier.
- 1 17. The computer-readable medium of Claim 14, wherein the position related
2 organization element includes a position related organization identifier.
- 1 18. The computer-readable medium of Claim 14, wherein the related parent
2 position element includes a related parent position identifier.
- 1 19. A data structure for managing employee data, the data structure
2 comprising a list of employee positions element for defining a hierarchy

3 of data elements, wherein the hierarchy of data elements includes a
4 plurality of employee position elements, which include other elements.

1 20. The data structure of Claim 19, wherein each of the plurality of employee
2 position elements includes one or more elements selected from a group
3 comprising:
4 a position identifier;
5 a position base data element;
6 a position related division element
7 a position related organization element;
8 a related parent position element; and
9 a position custom data element.

1 21. The data structure of Claim 20, wherein the position base data element
2 includes one or more elements selected from a group comprising:
3 a position description element; and
4 a position name element.

1 22. The data structure of Claim 20, wherein the position related division
2 element includes a position related division identifier.

1 23. The data structure of Claim 20, wherein the position related organization
2 element includes a position related organization identifier.

1 24. The data structure of Claim 20, wherein the related parent position
2 element includes a related parent position identifier.

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